

06 May, 2012

Hi David & Karin,

(copy is being sent to PJ too. I know he is not “a leader”, but I guess he may need to know...)

I need to apologize for the length of this letter in advance. I hope it helps to summarize how some people (like in my case this time) feel within TZM. Even if you decide not to read it at all, I understand that your time is also valuable and can be ‘heavy’ to interpret and filter delicate aspects what I am going to say in my “dodgy” English. I hope not to be misunderstood and -at least- to be able to summarize in writing how and why I feel like I do now.

It was very nice to have you both and Tamara at home last week. Shame that it was a very short visit where we didn’t have more time to continue talking. I remained willing to hear a bit more from David about other impressions in general. Unfortunately, we had to get to work and of course, you may have other businesses to attend as well for such a trip. On the other hand we understand your position as -by now- we are not that “active” in TZM for you to justify spending more time with us... but it was great for me and Griselda to meet you guys!...thank you again.

>>>**The New Chapter’s Guide:** I read it completely, particularly where it is mentioned:...

Introduction 1.1 (page 2):...” *This allows the Movement to be leaderless and holographic in nature, operating on a basis of voluntary contribution and consensus.*...” The same later in Chapter’s Core Team (page 35): ...”*It is this core team who enable the Chapter to run in both a horizontal and holographic manner. Distributing tasks and responsibilities as evenly as possible across your core team assists both with facilitating the horizontal nature of the Movement, and with alleviating the pressure a coordinator may feel, particularly when it comes to major events or projects.*”....and I really hope that some people from the chapters-admin start giving the example about that.

>>>**Mis-Coordination from some admins at a global scale:** Unfortunately others from Spain continued trying to do “their” own “local” protocol’s reviews and suggestions, instead of working together, separate from the rest and I ignore if they continued or not. They started a draft, I made my suggestions –just as a working platform- on as I mentioned in the draft document I emailed to you previously on <http://www.movimientozeitgeist.org:9001/p/protcap> but ended just there for interferences and threats from Gilbert and Nelson that confused and put many people off. From my own personal perception, I see some people from TZM chapter admins working without consensus with all global chapter coordinators, while others are doing a great job, but it is a fussy line how they are elected and how they be questioned about some methods. After all, it is not about ‘bureaucracy’, it is about “getting shit done” as PJ said. But those protocols released by Gilbert are so rough and showing black spots from the core...

Here is another example how things are manipulated in this non-consensual but “vertical” approach, the philosophy behind refusing to listen what others have to say: <http://www.youtube.com/watch?v=uMwqfcKdPn4>

Unfortunately, the damage that this “philosophical” approach causes will remain because you cannot recover all of those who left the Movement before. Still I understand that some “collateral damage” can occur...but, is it necessary in this way?

OK, I feel I need to put you in “the picture” about some late news:

>>>**Nelson & LTI** (Spanish): Nelson on the 1st May has organized a close conversation between Jorge, Andres from the Linguistic Team LTI, and me in order “to get information” about our point of views and issues which I pointed out in the past that -again, in my observation- were a hindrance for

the same LT **before the split** and for TZM now. As you know David & Karin, I emailed you copies of the letter sent to Gilbert warning him about those issues, plus recordings to sustain the facts. Gilbert ignored my letter, refusing to respond to me on several occasions, breaching the same protocols he put in place. Now Darr is asking Nelson and other international chapter what is going on because they noticed that not enough translations are being done in time for TZM.

>>>**Lack of Spanish translations for TZM:** I don't like to say..."I've told you so, many times before"....including that recording of a talk between myself and Ray (soon after the TZM-TVP split) soon after my return from Argentina on 13 June, 2011 where I was completely oblivious that the LT has been taken away from TZM soon after the split. Ray didn't tell me about that separation of the LT from TZM without consultation with TZM activists and the translators.

<http://archive.org/details/BrujoRayeditedRecording13June2011>,

<http://www.youtube.com/watch?v=E27oeAs3BAY> where it clearly shows at the end Ray's position with TVP and how he compares PJ with JF...(?!). So, Gilbert, Darr and Nelson –as global coord and as Latin American coordinator in their ego refused to listen, investigate and to respond what I have reported, or -at least- to closely discuss my experience and views. Now everyone is in trouble about that essential tool for TZM. I've done the heavy work of asking, even confronting Ray and Vixi alone before, later Gilbert, Darr and Nelson, while -respectfully- asking for answers on formal and informal international meetings; but they looked the other way under the excuse they were "busy"...Even many other good translators from Spain asked Ray questions and he refused to answer them.

In my view, the actual LTI -as it is- Ray (who undoubtedly with Vixi belong to TVP) is denying that presents a **conflict of interests** when I asked him innocently in that TS conversation. This conflict of interests may involve translators, newcomers to TZM and the same people involved with TVP.

Now Jorge Forero alleges that "rumors" are the cause of lack of new translators and transcribers, and Andres supported it but he did not come up with anything constructive, instead he felt reluctant to listen to me (when Andres never spoke with me before) and towards Nelson himself. Both (Jorge & Andres) were stuck in their position of support to the LT, Vixi and Ray, regardless the comments made by the same Nelson to both of them about problems that he was informed it happened in the past but still they goes on.

Unfortunately, I perceived some innocence and a different point of view from Jorge, but some arrogance in Andres, in a similar way to Gilbert. Too young, too willing but lacking experience, not realizing they can be instruments of conflicting interests and serving egotistic purposes of self-importance.

I've asked Nelson the reason for that meeting, because if it was something that he intend to pass (as 2nd hand) to Gilbert, Darr or anybody else from the Chapter-admins, I suggested to the 3 of them to have that meeting in English and to be recorded ensuring that no distortions could take place.

He responded that it was just to ...***“collect information seeking to help if there was a chance to find points in common and to know what was going on with the LTF”***....(when he knew really well). Later, he said that was Darr (Miguel Oliveira) who was asking questions about the LT now...So, nobody listened to me before for more than a year and now he is willing to get by a 2nd hand information?!....that sounds strange. Nelson is a nice guy and I support him as moderator and even as a Latin American coordinator, but not beyond that point, because he likes to be like a gatekeeper for the information coming and going between chapter-admins and TZM activists. Other guys think the same. In my view, it is necessary to be cautious instead of childish about things that concerns to all of us in general, just to feed his self-importance motives.

So, all of them agreed to keep that conversation as friends, in an informal way. I was watchful, but I accepted that and we spoke in our native Spanish language. Still I suggested that I would not mind to be recorded, instead of any information that gets out of that meeting "filtered". I never had a chance to know Andres before and I was very careful with Jorge and Nelson; as I know them that -when 'in trouble' tend to escape, argue, distort or exaggerate points to defend their arguments. We (Latin

American people) can be very emotional and argumentative among ourselves, but this time despite no points or agreements were found in common (with respect to the LTI), we kept a good communication.

After my talk with them, I remained worry about Jorge and Andres. Nelson has conducted the meeting “politically correct” but I honestly ignore the real reason behind that meeting...I suspect that Nelson was pushed to find out by Darr (and perhaps Gilbert too) but they didn’t want me to know, because I initiate the inquiry rising doubts about the LTI before. Gilbert refused to respond to my report and my request to facilitate the above my recording with Ray to PJ for his knowledge. Still Nelson - apparently- agrees with me about the need that the LT remains in TZM only.

After that meeting, later at night, I wrote to him thanking him for giving me the chance to expose my views with enough time and to clarify that I don’t have anything personal with **anybody**, not even with Ray G-man or Vixi despite I disagree with their methods and “philosophy” behind. Nelson knows that I also don’t share this “vertical” structure in TZM that chapter-admins (especially Gilbert) allowing taking place. On previous international and informal meetings I have also suggested that Nelson should not be the only one for all L.A. countries + Spain speakers. I’ve suggested that -at least 2 reps- should be from Latin American countries + 1 from Spain must be present on chapter-admin meetings, so everyone is able to know things with certainty and transparency is demonstrated across the board. We need to bear in mind that there are 450M Spanish speakers, and each chapter from L American countries + Spain despite we share the same language, they have their own strong cultural differences and modus-operandi.

Nelson was the coordinator, but was later rejected by all Spanish (from Spain) chapters, and I noticed that Colombia, Argentina and some other countries started to be absent or refused to participate on TS3 and mails while Nelson was acting as coordinator lately. In fact, very few from these countries attend his meetings nowadays. This was the time -as I have a very good communication with most people and country coordinators- to step in as some kind of “liaison”, bridging gaps and cultural differences. I have succeeded for quite a while supporting Nelson, and more people joined the LA + Spanish meetings, but later Nelson missed too much on keeping people informed about later events, distorted some facts, saying: ...”*Peter (Joseph) told me this or that, etc*”....giving a childish image of something that it was not, but some other people from other countries were getting more disappointed. The fact is that there are a lot of high-cultural level people (especially in Spain) that did not tolerate his ways. A few months later, exactly the same happened with the LT that later became “International”. Nelson maintained a rigid posture with the backup from Gil and Darr, but he did not succeed. I tried to help but I also found a strong cultural conditioning -or “localism”- about some people from Spain, Colombia and Argentina that needed a different type of help but could not be achieved with Nelson in his ways and/or the present chapter-admins.

Nelson is a VERY nice guy and I appreciate him a lot about organization, moderation and bringing people together and he has good communication skills; but when it comes to responsibility -at a global coordinator level- and to be 100% honest, I have doubts that he is able to cope. This is why I have suggested 3 (not even 2) reps for Spanish speaking countries (2 for LA countries + 1 Spain).

The problem was that Nelson, Gilbert & Darr use to ‘cook’ everything in close doors and then just Nelson filtered the information forwards and backwards for Latin American and Spanish countries. Similar seemed to have happened with others around the world...are these “rumors”, “witch-hunts” or coincidences?...I don’t believe so.

>>>LTI work alone (Spanish so far): To summarize what Jorge Forero just told us -as coordinator- about the work of the LTI (for Spanish only):

15 for ZM

56 for TVP

11 for “community”

10 “others”

I ignore what are “community” and “others”. Notice the difference between the 1st. two results?

Another example: look at this page of the LTI (Equipo Lingüístico Global):

<http://www.youtube.com/user/TZMCanalOficial> ...see the difference in how human resources converge?

Jorge reckons that the difference is because ...”*there are more people/translators interested in translating TVP material than TZM...and we cannot force them to do otherwise*”...

So, as far as I know that is correct (that they do not ‘force’ anyone) but I do perfectly recall people from the LTI telling me and other translators when we requested more TZM material, that Ray and Vixi’s responses were excuses like: ...”*the proofreading of such and such material is not yet finished, so we need to do this other one...Addendum was locked in YouTube and we cannot find the guy who uploaded it*”...etc. In addition, for some reason, experienced people for English PRs were leaving or delays came up somehow. Even **right now** they are doing AGAIN another proofreading (**I have finished a year ago**) on “Social Pathology”, (i.e. there are 2 Spanish subtitled versions already released and active:

Patologia Social Peter Joseph, The 2 important masterpieces from PJ., very similar to each other)

http://www.youtube.com/watch?v=D0zy_FuJqNA

<http://www.youtube.com/watch?v=15pljGGZ2Yw>

and “Where Are We Going” (Hacia Donde Vamos):

http://www.youtube.com/watch?v=5scCV7VOwyk&feature=results_main&playnext=1&list=PL677854354FC04579

and <http://vimeo.com/8269803>

So, why all this redundant mess when there is soooo much new stuff needed to be translated ASAP? In my view this is manipulation and waste of human resources. Those translated versions are very good (I ignore if one of them contain parts already proofread by me now)...but another one again?...how many times before moving forward? I believe that the excuse from the LTI of “perfection” (like putting all translations on a “display cabinet”) is going too far. There is lots of stuff, there is no time in the world for mucking around and the Spanish speaking community (450M) and the world needs that material NOW.

After me, that material (and I ignore how many more) went through far too many un-experienced hands (even lacking enough English knowledge) over and over again. I am a witness of that because I saw and innocently helped the new groups forming and when I asked the Spanish “co-coordinators” (Colo & Sebastian from Argentina) they both were evasive with the answers on emails and Sebastian, when I saw him personally back in May 2011 in Argentina. Now they both don’t seem to be back neither to TZM nor the LT since a year.

So, I don’t know what is going on...still more than a year later other newer important TZM videos not being -officially- release to all the Spanish community? When I kindly asked this kind of questions before to Vixi and Ray, they refused to answer or to provide convincing explanations. Let’s do not forget the recommendations and emails sent to Ray and Vixi. In January 21, 2011 I have made a draft proposal <http://piratepad.net/Sv4Ue9wKme> and I submitted to Ray and Vixi sharing it with other translators in an attempt to correct those redundancies that I noticed were taking place. They ignored it. OK, let’s assume that my draft was all wrong; -at least- I would expect the courtesy of corrections or inviting me to discuss “why they do things differently”...isn’t it?...

Instead they ignored ALL that...just **silence**...

Ray and Vixi over TS3 seem to ‘sound’ very good and convincing, but the policy behind is just too vertical, and lacks transparency for newcomers and experienced translators when it comes to reveal the

actual “mechanism” or criteria in selecting TZM material and tasks distribution. I ignore if all that continues today, but that was my perception until May last year. Perhaps it has worsened after the split.

In addition to the above, it may be true that there are not enough English proofreaders or the LTI is lacking more people, but they do not hesitate in having meetings on TS3 (on the TZM channel), inviting people (to later private chat on Skype), or within their Facebook page to join them and those newcomers or unaware people -with good will- just take what they are given from the “ready” (final proofread) material, and they do not question because they do not know yet. BUT when you start to ask simple questions, you feel that something is slowing you down while not responses are coming through. Instead I was getting evasive responses and far too long preach from Ray when I asked TWICE to Ray and Vixi -separately- why Addendum was still not proofread. Such an important movie!....the responses were unconvincing. A year after I left the LTI, on December 2011 finished the proofreading and I have participated in it. But I had to push, push, push having silence in between. The same happened with many other proofreaders and translators. The criticism was red hot in the Spanish Forums about Vixi, Ray and and the LTI!...

So, like others, I am sorry that many people are missing out translations but I/we refuse to be part of this LTI as it is now. I strongly suggest a LT within TZM and I am not prepared to go back until things are back in the right place.

>>>>**CND & Phoenix Project “mystery”**: as you know, there was a CND (Coordinators Network Developers) under Brian Johnson’s lead. I took part of that gladly but it took me 6 months to realize that he had a Socialist political agenda plus a demonizing crusade against Gilbert that went too far (despite of reasons that I share), but he tried to create another “central” hub for TZM that goes against the spirit of the Movement. I have warned Brian about the consequences, but he kept pushing, I left the CND and 2 months later PJ gave him his “ultimatum” in two letters.

Similar thing I perceived from the Phoenix Project & Global Developers Team (GDT) or TZM 2.0. Could those be just another strategic control move from Ray and TVP? Repeating syndrome as the LTI? I am not suggesting that it is the case because I may be wrong, but I think that my question is valid. I am certain that Ray and Nick Polimeri (The Coordinator for the Phoenix P.) are very much behind this. As far as I know Nick is in good connection with Ray but I ignore where his real interests are. I honestly don’t know. Ray offered another server **which is already operational**, including a test for Mumble as an alternative for TS3, with a motto of a *“home for the RBE community”*...(or TVP?...I may ask). Here is what the GDT setup:

<http://admin.1synergy.org/zglobal/task/install-mumble-server>

Server: chat.x11.us

IP address 46.105.46.150

Port: 64738

pass: tzm

The document (released mid-2011) can be downloaded from the left pane where it says: rich text format on: <http://archive.org/details/LetterFromG-manAboutANewServer>

I see TZM as this: <http://archive.org/details/InternetNetworkTopology> and also “holographic” as PJ used to describe it and embedded in the Chapter’s Guide.

To finalize: I am not “resigning” at all but temporarily withdrawing myself completely from TZM based on the following:

1. Private commitment: I have a commitment with my wife to open a new source of income online (an Art School on Videos www.art-lessons-on-video.com) and I need full-time attention to it, on top of my/our current employment. I/we desperately need to become independent from this asphyxiating/oppressing system were we actually need to work over our 50's to survive in the Australia's today.
2. Breathing space: I need a bit, away from conflicts, manipulations and silly misunderstandings among TZM activists. I had enough of that crap, trying to bridge gaps and many still arguing.
3. Egos: like above, in many cases almost pathological, trying to make -at all costs- a footprint of self-importance...it's just sickening in some cases.
4. Localisms: among some activists and country chapters, competing instead of working together.
5. Linguistic Team: the only area I think I could make a positive contribution, but I cannot for all the above.
6. Verticalism and hypocrisy among some chapter-admin and Latin American + Spain global coordinators.
7. Lack of vision: plus broader perception in many about the true human nature, which involves not just the intellect and critical thinking, consensual approach, etc, also a deeper unknown part of that nature that we actually know little about. However still is very much related to the entire universe we live in where consciousness should be an unavoidable part of our evolution. This has no 'mystical', 'new age', 'alien', 'belief' or 'religious' approach at all. For me is a different vision where the human heart must be involved without the "me", for this Movement to progress. I am not asking for "perfection", just a bit of "space" between thought (science and logic) and perception (awareness), or -at least- the fundamental respect that must coexist among TZM activists, chapter-admins and coordinators.

I will come back, without any doubt. Once again, I apologize for the length of this letter. I hope it helps to summarize how some people within TZM may feel in order to seek some further changes or adjustments that may deem be necessary in the near future. Thank you all for your kindness.

Brujo (Carlos Diaz)

*Please, you are welcome to release or to share this letter with anybody you think may be relevant, but I do not want to make it "public". These are my personal experiences and views that have the potential to be misinterpreted or discouraging to others. I do not intend to do that at all.